File No. 1073 of 1934.

19

Collection No.

107-
3.4

Resident's Office,

Bangalore.

A ✓ Mee 47
n. 7

(W)

P 29

Pros. / Serial Nos. 1----12.

TRn
1.7.47

Subject.

RECRUITMENT OF TUTOR SISTER FROM ENGLAND FOR THE BOWRING AND LADY CURZON HOSPITALS, BANGALORE.

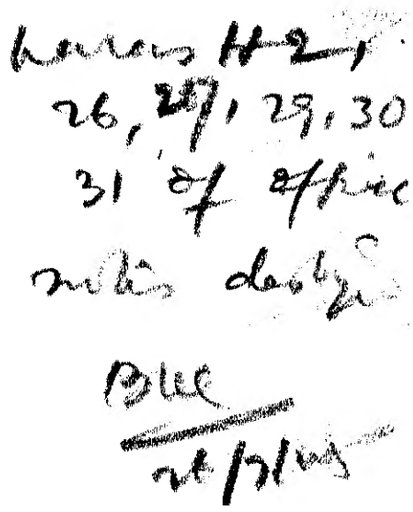
Appt. of Miss Hope Lugat

Previous References.	Later References.
323/1932.	1041/1934 - Revision of passage and T.A. concessions for nursing sisters recruited for B. & L.Curzon Hospitals.

Indexed

S. 97. (Blue).

DCFP—1658S&P—(M-1937)—19-12-32—60,000.



NOTES AND PRECIS.

S.N.~~18~~ 3

Telegram No.268/E dated 9th April 1934 from Govt. of India, Foreign & Political Department.

3

**
1.Matron, Isolation Hospital.
2.Head Clerk, R.O.

The sanctioned scale of pay for the new Nursing Sister is Rs.200-10-250. In the case of appointments** carrying the same scale of pay, we have recommended a scale of Rs.175-15/2-220 for future entrants. The same scale may be proposed for the Nursing Sister also. Draft submitted.

Before issue of draft, the Residency Surgeon may, if approved, see the file u.o.

K Nayar
12.4.34

Secretary.

12.4.34

H.B.No.2682
12th April 1934

Residency Surgeon

(4) I am very grateful to the Secretary for showing me this file, for it enables me to draw attention to a matter of considerable gravity. (E)

(5) It is noted that in their recommendations for revision of pay the Residency have recommended that the pay of future entrants to the Nursing Staff be reduced in consonance with that of other Government servants drawing equivalent rate of pay. In doing so the Residency were probably actuated by two motives: (1) uniformity in their recommendations; and (2) conformity with the post-revision rates of pay in the Madras Presidency.

(6) This office was not informed of the final proposals of the Residency, and in consequence was not able to represent the facts which I now put forward:—

(7) In proposing reductions the Residency apparently omitted to consider that the state of the market in the ordinary medical and clerical staff in India and that of Nursing staff, of the requisite standard, is very different. The former is already grossly over-crowded; so much so that my recent advertisement for a Sub Assistant Surgeon produced a 150 applications of which as many as 60 were from Medical graduates who were prepared to accept lower rates of pay and status for the sake of an assured livelihood. In the Nursing profession, however, it is increasingly difficult to obtain ladies of the required education and social standard either for the post of ■ European Sisters or for the

subordinate posts of Staff Nurses. Especially is this so with European trained Sisters.

(8) It is to be noted, as the attached statement will establish, that these hospitals already compare unfavourably in their rates of pay to the Lady Superintendent and European Nursing Sisters with all other parts of India of equivalent status, excepting Madras. What the reasons actuating the Government of Madras may be, I cannot say; but I submit that our requirements in this personnel are at least as exacting as those not only in Madras but in Calcutta, Bombay, Lahore, Delhi or Rangoon.

(9) The climate of Bangalore is, it is true, an asset which is not possessed by the other places; but on the other hand our nurses and Nursing Sisters are expected to work very much harder, and have under their charge a far greater number of beds, and a correspondingly higher degree of responsibility than obtains in the other places quoted.

(10) I would here invite attention to my notes and to those of my predecessor on the subject of travelling allowance to Miss. D. Borland and would reiterate that the standard of nursing and of nurses' training in these hospitals is acknowledged throughout India as exceptional; and it would, in my opinion, be a calamity if this standard were to be reduced.

(11) Both my Lady Superintendent and myself view with grave misgivings the proposals to effect any reduction whatever in the rates of pay of the nursing staff, and the Lady Superintendent considers that such reduction coming as it does on the top of an already unfavourable rates of pay to which are added the Emergency Cuts at present

enforced, and the already more exacting standard of training, work and responsibility, cannot fail to affect adversely the standard of future entrants to the posts of Nursing Sisters and Nursing Staff.

I, therefore, urge, with all the emphasis at my command, not only that the pay of the proposed Tutor-Sister be maintained at the rate at which it was sanctioned and be not reduced, but that also Government of India may be informed that the reductions proposed in the rates of pay of the Nursing Staff were included by over-sight and that the Residency recommend that these also be permitted to remain at their present rates.

R. S.

To

The Secretary
to the Hon'ble the Resident
in Mysore, BANGALORE.

U/O. No. /T-B/34. Dated April 1934.

(134)

Statement showing the Scale of pay and allowances of Nursing Sisters recruited in England for Indian Hospitals.

Station.	Passage allowance.	Scale of pay.	Allowances.	Outfit allowance.
DELHI.	2nd Cl. passage plus Rs.60/- for incidental expenses.	Rs. 200-10-250	Rs.50/- p.m. for Ration Rs. 5/- p.m. " Washing Rs100/- p.a. " Uniform Rs.50/- p.a. " Holiday	Nil.
LAHORE.	1st Cl. passage	Sisters. 200-10-250 Supdt. 300-10-400	Rs.52½ p.m. " Ration Rs.15/- p.m. " Washing Do. Do.	Nil Nil
CALCUTTA	£40 plus £5 for T.A. on 1st appointment. Rs.600 plus 75 when returning Home. After 4th term Rs.900 plus Rs.150/- when returning to India after another term of service.	Sisters. 1st 3 years Rs.200/- 2nd 3 years Rs.250/- 3rd 3 years Rs.250/- 4th 3 years Rs.300/- Supdt. 1st 3 years Rs.350/- 2nd 3 years Rs.400/- 3rd 3 years Rs.400/- afterwards Rs.450/-	Rs.60/- p.a. " Uniform Do. Do. Do. Do. Do. Do. Further gratuities of Rs.1500/- and Rs.2000/- are given to Sisters and Superintendents according to the terms of their services.	£30 on 1st engagement £10 for every renewal
BANGALORE	1st Cl. passage	Rs. 160-10-200 for Sisters. 250-10-350 for Supdts.	Rs.45/- p.m. for Ration Rs.15/- " " Washing Do. Do.	£30
RANGOON.	Do.	Supdts. 450-15-600 Asst. Supdt. 360-15-425 Sisters. 200-25-325	Rs100/- p.m. " Messing Rs.10/- p.m. " Uniform Rs.75/- " " Messing Rs.10/- " " Uniform Do. " " Do.	.. ..

(13)

I discussed this with Residency Surgeon last night. It appears that when we had to make recommendations for new scales of pay the local officers were all definitely against any reduction in any of the scales; and for that reason the Residency had to take it upon itself to recommend a general percentage cut in the scales of pay of all officers on the lines adopted by the Madras Government.

(14)

The main object of the Government of India in formulating new scales of pay for new entrants to services was to get down to the market rate. They had reason to believe that in many cases the old scales previously in force were considerably above the market rate. The general principle was that "Government should pay so much and so much only to their employees as is necessary to obtain recruits of the right stamp and to maintain them in such a degree of comfort and dignity as will shield them from temptation and keep them efficient for the term of their service." (This I believe is a quotation from the recommendations of the Islington Commission).

(15)

Residency Surgeon pointed out that on this basis it was perfectly reasonable to make a reduction in the scale of ~~pay~~ to be offered to future entrants in the case of medical and clerical staffs, both of these being over-stocked professions in which the supply is greatly in excess of the demand. He emphasised very strongly however, that conditions are quite the reverse in the case of European-trained Nursing Sisters. The profession is understocked; the existing rates of pay are barely sufficient to attract Nursing Sisters of the right type with European qualifications; and any reduction in the scale of pay offered must almost inevitably mean that candidates of the right type will not come forward.

(16) Residency Surgeon again emphasised the necessity of having a superior staff of Nurses with European qualifications in the Bowring and Lady Curzon Hospitals here. The hospitals are a training school for Nurses in India; and it is essential that the superior staff should consist of Nursing Sisters with recognised European qualifications. A very high standard of professional efficiency is demanded in the Hospital. Residency Surgeon says that the standard is higher than in any other hospitals he has known in India; and it would be a calamity if the standard had to be reduced. For obvious reasons also a very high standard of professional conduct and private behaviour is essential; and to set the necessary example in this respect one must have Nurses who have the professional traditions of the big English hospitals behind them. There are many other points which Residency Surgeon enumerated; but these are some of the more important of them. He emphasised that there was no need for us to follow [redacted] the Madras Government lead, and in fact gave some fairly strong reasons why we should not follow Madras.

(17) In the particular case of the Tutor Sister whom we now require, Residency Surgeon pointed out that the intention is that this Sister should in due course of time take the place of Miss Berry as Lady Superintendent, when the latter retires from the hospital. For this reason, apart from any other considerations, it is important that the Sister selected should be a person of outstanding personality and first class qualifications. Residency Surgeon has been in communication with the Matron of Guy's Hospital, London, and has just such a Sister in mind. He understands that the Sister would be prepared to accept [redacted] appoint[redacted]

appointment on the old scale of pay; but he feels very doubtful whether she would see her way to accept it on a reduced scale.

(18) I have placed immediately below these notes a rough outline draft for a telegraphic reply to the Government of India. Will Office please work this up into a proper draft and send the file to me to Mercara so that I can discuss it with Resident there. The file should be sent with my camp clerk tonight if possible; otherwise it must be sent tomorrow without fail.

(19) Residency Surgeon will now address Surgeons General all over India in order to ascertain what revised scales, if any, they have recommended for European-trained Sisters and Staff Nurses. If it is found that a general reduction has been proposed for them all over India and that our revised scales from Bangalore are not materially different from other scales which have been suggested for other parts of India, Residency Surgeon will not ask to take the question further, and will be prepared to let experience show whether the new scales ~~for any~~ have fallen below the market rate or not. But if our new scales are found to be materially lower than those proposed for other parts of India, Residency Surgeon will ask us to revise our recommendations so as to bring them more into conformity with the recommendations made for hospitals of similar status in other parts of India — not only for Bangalore, where conditions are peculiar.

Lowe

19.4.34.

(20) A draft telegram to Polindia on the lines indica

the Secretary is submitted for consideration.

Secretary.
(Camp).

[signature]
19.4.34

(From para 25,

21

Will Resdt. please see from para 23 - and S.Nos. 16 and 17 I have made a few further changes in the draft Telegram, which might now issue, if Resdt. approves. [redacted]
After issue, Residency Surgeon may see the file again for information and be asked to make as soon as possible the enquiries indicated in para. 41. He may also remove his own office file, which is linked below.

[signature]
21.4.34

Resdt.
22

Will Secy please consider draft as slightly amended.

[signature]

[signature]

(23) This was discussed with Resdt. I have re-drafted the Telegram and have left it with Camp Clerk with instructions to fair it* and submit to Resdt. direct. If approved, it might issue from Camp.

Submitted with fair draft.

[illegible] 23/4/34.

[illegible]
23.4.34

Resdt.

(24) The telegram may be despatched from B'lore.

(25) It will be necessary for R.S. to convince us that new rates proposed are inadequate as our proposals are before G of I the matter is one of urgency. In this connection it is necessary to remember that, despite the fact that our present rates are below those of other big hospitals in India, it is claimed that the standard of nursing in our hospitals is very high

[illegible]

[illegible]
26/4

S.N. 4 of (C)

U.O. No. 3119.
Dated 27th April '34

[illegible] 80 dated the 26th April 1934.

To [illegible] Bangalore, a/c.

CORRESPONDENCE.

S N I

16

No. 5/T-B/34.

OFFICE OF THE RESIDENT IN MYSORE, BANGALORE.
8 MAR. 1934
Regd. No. 2313
File. No. 1073/34

RESIDENCY SURGEON'S OFFICE,
BOWRING CIVIL HOSPITAL.
Bangalore, 5th March *1934*.

FROM

Lt.-Col., J.B. Hance, O.B.E., M.A., M.D., B.Ch., (Cantab.), F.R.C.S.E., M.R.C.S., (Eng.) L.R.C.P. (Lond.), I. M. S.,
RESIDENCY SURGEON.
Bangalore.

To

THE Secretary
to the Hon'ble the Resident in Mysore,
BANGALORE.

Subject:—

Tutor Sister, Bowring and Lady Curzon Hospitals -- Recruitment from England.

SIR,

I have requested the Matron, Guy's Hospital, London, to select a suitable incumbent for the post of the Tutor Sister for the Bowring and Lady Curzon Hospitals, sanctioned in the Government of India Memorandum No. D.5342-E-32 dated 7th Feb.1933, which is at present vacant.

S.N.S. 320/32

I have the honour to request you, therefore, to address the High Commissioner for India, through the Government of India, to make the necessary arrangements to despatch the lady selected by the Matron of the Guy's Hospital, as early as possible, to fill the existing vacancy, as she will also be required to officiate as Nursing Superintendent during the absence on leave, commencing in July next, of the permanent incumbent of that post.

I have the honour to be,
Sir,
Your most obedient servant,

J.B. Hance
Lt.-Col., I. M. S.,
Residency Surgeon.

ksv/5-3)

SW 2

17

No. 2333
323/1932.

From

The Hon'ble Lieut.-Colonel C.T.C. Plowden, C.I.E.,

RESIDENT IN MYSORE.

To

The Political Secretary to the Government of India,

Foreign and Political Department.

Bangalore, the 26th March 1934.

Tutor sister, Bowring and Lady Curzon Hospitals, Bangalore - Recruitment from England.

Sir,

I have the honour to refer to Mr. Narahari Rao's memorandum No.D-5342-H/32, dated the 7th February 1933, sanctioning the entertainment of additional Nursing Establishment for the Bowring and Lady Curzon Hospitals, Bangalore.

2. The Residency Surgeon, Bangalore, reports that it is not possible to recruit in India a suitable candidate for the post of Tutor Sister for the Bowring and Lady Curzon Hospitals. I am therefore to request that the Government of India may be pleased to address the High Commissioner for India to make necessary arrangements for the recruitment of a Tutor Sister in England.

3. The following pay and allowances may be offered:-

Pay	Rs. 200-10-250
Ration Allowance ...	Rs. 45/- per mensem.
Uniform and Washing allowances.	Rs. 15/- per mensem.

The

S.N.46/B
290-28.

The Sister may also be given all concessions regarding passages, travelling and outfit allowances etc., which are at present enjoyed by the Nursing Superintendent and Sisters recruited in England for the Bowring and Lady Curzon Hospitals, Bangalore. It should be clearly explained that the rate of pay is provisional, pending the introduction of revised scales.

4. I request that the lady selected to fill the vacancy may be sent to India as early as possible, as she will be required to officiate in addition as Nursing Superintendent of the Hospital during the absence on leave, from July 1924, of the permanent incumbent of that post.

5. I would add, for the information of the High Commissioner that the Residency Surgeon has written to the Matron, Guy's Hospital, London, explaining the qualifications which are required, and asking her to select a suitable incumbent for the post.

I have the honour to be,
Sir,
Your most obedient servant,

for R E S I D E N T.

ASR/23.3

SN. 3 18

OFFICE OF THE RESIDENT IN MYSORE.
BANGALORE.
12 APR. 1934
Regd. No. 3450
File. No.

TELEGRAM - Indian Word Code.

No. - 268/E

Dated - 9th April 1934.

From - Polindia, New Delhi.

To - Resident Mysore, Bangalore.

× S.N. 29 (E) + (E/1)
17-1932

N. 8 Coll. (C)

Urgent

Gne
12/4

⊗ S.N. 17 Coll. (C)

Proposals in respect of new scales of pay for the future entrants made in your express letter 9553/297-1932 dated 2nd October 1933 do not include recommendation for future scales of pay for the Nursing Sister sanctioned in 1933. Please telegraph your recommendation in this behalf urgently to enable the Government of India to proceed further with proposals contained in your letter No. 2333/⊗323-1932 26th March 1934. It is desirable to settle this question first as it may be impracticable and even unfair to reduce the pay after candidate has joined.

T.N.T
12-4-1934.

Secy.

SN 4
No. 3080
26.4.34

19

TELEGRAM

(In Indian Word Code)

From RESIDENT MYSORE

To POLINDIA NEW DELHI

YOUR TELEGRAM 268/E APRIL 9th.

ON BASIS OF RECOMMENDATIONS CONTAINED IN MY EXPRESS LETTER No.9553/297-1932 DATED 2nd OCTOBER 1933 FUTURE SCALE OF PAY FOR TUTOR SISTER WOULD BE Rs.175-15/2-220. NEW SCALES OF PAY PROPOSED IN THAT LETTER ARE SAME AS PROPOSED BY MADRAS GOVERNMENT BUT RESIDENCY SURGEON BELIEVES THAT THEY ARE BELOW RATES PROPOSED FOR OTHER BIG HOSPITALS IN INDIA AND HAS EXPRESSED GRAVE FEAR THAT THEY WILL BE INSUFFICIENT TO ATTRACT EUROPEAN TRAINED NURSES WITH REQUISITE STANDARD OF QUALIFICATIONS. I AM TAKING SUCH STEPS AS ARE POSSIBLE TO VERIFY THESE CONTENTIONS AND IF FOUND TO BE CORRECT I MAY HAVE TO REVISE MY RECOMMENDATIONS IN RESPECT OF NURSING SISTERS OF THIS CATEGORY.

MEANWHILE I RECOMMEND THAT EXISTING SCALE OF Rs.200-10-250 BE MAINTAINED IN CASE OF TUTOR SISTER. FURTHER REASON FOR MAINTAINING EXISTING SCALE IN HER CASE IS THAT TUTOR SISTER MUST BE FITTED TO TAKE PLACE OF LADY SUPERINTENDENT IN FEW YEARS TIME WHEN LATTER RETIRES

SN.5 20 S.N. Bank

No.F.31(6)-E/34.

A copy of the undermentioned papers is forwarded to the Hon'ble the Resident in Mysore for information in continuation of telegram from the Government of India in the Foreign and Political Department No. 268-E., dated the 9th April 1934.

2. It is requested that the views of the Hon'ble the Resident may kindly be communicated to the Government of India at a very early date.

OFFICE OF THE RESIDENT IN MYSORE.
BANGALORE.
1 MAY 1934
4186

By order, etc.,

Assistant Secretary to the Government of India.

Foreign and Political Department.

NEW DELHI.

The 24th April 1934.

Telegram from the High Commissioner for India, London, No. 2931, dated the 5th April 1934.

Express letter from -----ditto------ No.167.2.22, dated the 13th April 1934 (with enclosures).

(with one s.c.)

20/9

Telegram No. 2931, dated (and recd.) 5th April 1934.

From - High Commissioner for India, London.

To - Polindia, New Delhi.

Reference Hance's letter to Resident in Mysore dated 5th March regarding proposed recruitment of Sister tutor, Bowring and Lady Curzon Hospitals, Bangalore. Matron Guys Hospital has approached me and recommended Miss Lucas one of her senior Sisters. Shall I undertake recruitment and appoint Lucas if suitable.

TRUE COPY

M. Banerji

Superintendent, Issue Branch,
Foreign & Political Department

Copy of an Express Letter (By Air Mail) No.G.167.2.11, dated the 13th April 1934, from the High Commissioner for India, General Department, India House, Aldwych, London, W.C.2 to the Secretary to the Government of India, Foreign and Political Department, New Delhi.

Subject:- Proposed recruitment of a Sister Tutor for the BOWRING and LADY CURZON HOSPITALS, BANGALORE.

In continuation of this Office telegram, No. 2931 dated 5th April, 1934, on the above-named subject, I am directed by the High Commissioner for India to forward herewith copy of the application and relevant papers submitted by Miss Hope Lucas for the appointment of Sister Tutor at the BOWRING AND LADY CURZON HOSPITALS, BANGALORE, together with copy of a testimonial from the Matron of Guy's Hospital recommending this lady for the post under notice. Copies of certain other references regarding Miss Lucas are enclosed.

2. It will be seen from the annexed copy of the report of the Medical Board at the India Office before whom Miss Lucas was permitted to appear for examination that she is physically fit for service in India and may be permitted to leave England during the first week in June, should she be accepted for the post.

TRUE COPY

Superintendent, Issue Branch,
Foreign & Political Department

SW 6

21

F.O. 106 (a).]

VERY EARLY.

OFFICE OF THE RESIDENT IN MYSORE,

All communications should be addressed to the Secretary to the Resident in Mysore, Bangalore, by designation and not by name.

Bangalore, 3rd May 1934.

No. 3236 Enclos. 4

*in original

A copy of the marginally* noted paper* with enclosures is forwarded to the Residency Surgeon, Bangalore, for favour of very early remarks.

Indt. *No. F.31(6)-E/34, dated the 24th April 1934 from the Government of India, Foreign and Political Department.

Secretary to the Resident.

25 10 4 931—5,000—RPB

1-5-34

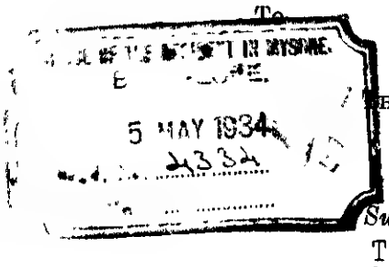
2/5

No. 68/ T-B/34.

RESIDENCY SURGEON'S OFFICE,
BOWRING CIVIL HOSPITAL.
Bangalore, 4th May 1934.

FROM

Lt.-Col., J.B. Hance, O.B.E.,
M.A., M.D., F.R.C.S.E., I.M.S.,
RESIDENCY SURGEON.
BANGALORE.



To

THE Secretary
to the Hon'ble the Resident
in Mysore,
BANGALORE.

Subject:—
Tutor Sister, Bowring and Lady Curzon Hospitals, Bangalore -- Recruitment from England.

SIR,

I have the honour to refer you to your endorsement No.5236 dated the 3rd May 1934 forwarding a copy of endorsement No.F.31(6)-E/34 dated 24th April 1934 from the Government of India, Foreign & Political Department together with its enclosures.

As Miss. Lucas has been selected and recommended by the Matron of Guy's Hospital, whom we requested to undertake the selection for us, and as she further has had a most exceptionally varied and responsible training, and has produced excellent testimonials from many well-known people including the Physician to His Majesty's Household, I am of the opinion that we cannot do better than request the High Commissioner for India to recruit this lady and to despatch her to India as early as possible.

I have the honour to be,

Sir,

Your most obedient servant,

J. B. Hance

Lt.-Col., I. M. S.,
Residency Surgeon.

N.B.- It is advisable that she be inoculated against enteric group of fevers either prior to departure or on the voyage.

ksv/4-5)

SN 8

23

GOVERNMENT OF INDIA.
Office of the Resident in Mysore.
[redacted].

EXPRESS LETTER

[*N.B.—This is an ORIGINAL MESSAGE, sent by post to save telegraphic expense and undue use of the wires, but intended to be treated, on receipt, with the same expedition as if it had been telegraphed. To save time and formalities it is worded and signed as if it had been so despatched.*]

FROM

RESIDENT MYSORE.

BANGALORE.

To

POLINDIA,

SIMLA.

No. 3369 Dated 8/11 May 1934

Recruitment of a Tuter Sister for the Bowring and Lady Curzon Hospitals, Bangalore.

2C Reference endorsement No.F.31(6)-E/34 dated 24th April 1934 from Government of India, Foreign and Political Department.

2. Miss Lucas is considered very suitable for appointment as Tuter Sister. High Commissioner may kindly be requested to recruit and send her to India as early as possible.

I 3. Residency Surgeon considers it advisable that she should be inoculated against enteric group of fevers either prior to departure or on the voyage to India.

Clone 8/5 O/C

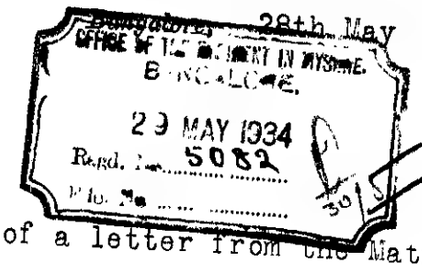
S. S. for R E S I D E N T.

Asst

Personal. I.N. 8/34.

RESIDENCY SURGEON'S OFFICE,
BOWRING CIVIL HOSPITAL.

Bangalore, 28th May 1934.



My dear Edwards,

I enclose a copy of a letter from the Matron of Guy's Hospital, which I think speaks for itself.

You will note the attitude taken by Miss Mac Manus on the responsibilities of Nursing Sisters; and I am more gratified than I can say that the Residency have recommended that her pay should remain at the original figure.

Meanwhile evidence is accumulating that the case for reconsideration of the proposed reductions in Nursing Staff generally is going to be a very strong one. Investigation has shown that the Residency authorities when they made the comparative statement with Madras rates did <u>not</u> include the revised rates for Sisters recruited in Europe. Even in Madras these rates are higher than our <u>present</u> rates for the same personnel.

Yours sincerely,

To

Major C.G.N. Edwards, I.A.,
Secretary to the Hon'ble
the Resident in Mysore,
<u>BANGALORE</u>.

KSV/28-V)

Letter dated 8th May 1934 from Miss. E.E. MacManus, Matron, Guy's Hospital, London S.E.1., to Lt.-Col., J.B. Hance, I.M.S., Residency Surgeon, Bangalore.

- -

Thank you for your letter of April 15th. I have laid before Miss. Lucas the information which you have given me regarding the reduction of salaries for Sister Tutors, and she is still prepared to go to you if she hears from the Indian Office.

I think Miss Lucas is disappointed to hear of the proposed reduction of salary, and I would like you to know how strongly I feel that Sister Tutors' salaries should be generous. If they do their work perfectly, they have to posses qualities which are very much in excess of those required of Ward Sisters alone. In effect, a good Sister Tutor should be a first class Ward Sister, and also a qualified teacher.

As a teacher, she will have to prepare all lectures and classes in her free time, or rather what would be her free time if she had been a Ward Sister the reputation of the Nursing School, as a School, she fully shares with the Matron.

In this circumstance, I would urge that if you have any opportunity of doing so, you would put this view, regarding the undesirability of reducing the Sister Tutors' salaries, before the responsible officials.

I hope Miss Lucas will be a success with you. She is a most loyal and hardworking Sister, and she is beloved of her patients. Her manner is a little reserved so that it takes a little time to know her.

With kind regards,

" Copy "

ksv/28/v)

SN 4. 24

Telegram No. 411-E., dated Simla, the 29th May 1934.

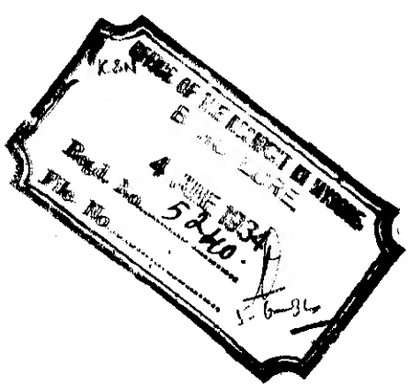
From - Polindia, Simla.
To - Hicomind, London.

Your telegram 3020 May ninth. Appointment of Miss Hope Lucas as Tutor Sister, Bangalore Hospitals, approved on pay Rs. 200-10-250, (less 5 per cent emergency cut), ration allowance Rs. 45, uniform and washing allowance Rs. 15/- per mensem, residential quarters and free attendance plus a first class D passage from the United Kingdom to India. One and a half first class railway fare from port of debarkation to Bangalore, £30 for outfit and incidental expenses. On satisfactory termination of period of service in India a return first class passage to the United Kingdom and one and a half first class railway fare from Bangalore to port of embarkation. Miss Lucas should be advised to have herself inoculated against enteric group of fevers either prior to departure or on voyage to India.

Copy by post to the Hon'ble the Resident in Mysore, for information.

By order, etc.,

Addl. Deputy Secretary to the Government of India.



SN.10

File 484/31. 25

No. 4229 Dated 12 June 1934.
Encl.

A copy of the undermentioned paper is forwarded to the Residency Surgeon, Bangalore, for information, with reference to the correspondence ending with his letter No.68/T-B/34 dated the 4th May 1934.

~~S.N.3~~
S.N.7 of (W)
P.22

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SECRETARY TO THE RESIDENT.

~~S.N.~~
S.N.9 of (W)
P.24

Telegram No.411-E, dated the 29th May 1934, from the Political Secretary to the Government of India, Foreign and Political Department, to the High Commissioner for India, London.

7.6.34

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26

Cablegram dated 5th June 1934 from the High Commission for India, London, to the Residency Surgeon, Bangalore.

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DLT RESIDENCY SURGEON BOWRING HOSPITAL BANGALORE

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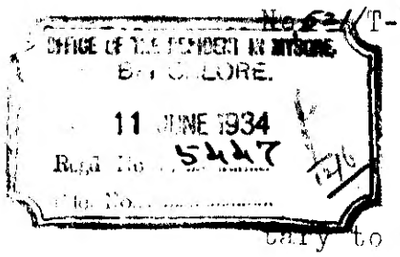
No. 24/T-B/34.

Office of the Residency Surgeon, Bowring Civil Hospital, Bangalore, Dated 7th June 1934.



Copy forwarded with compliments to the Secretary to the Hon'ble the Resident in Mysore, Bangalore for information.

Lt.-Col., I. M. S.,
Residency Surgeon.

ksv/7-6)

No. 94/T-B/34.

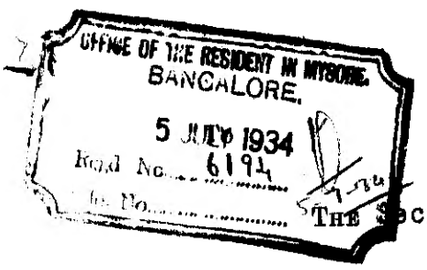
SN. 12

RESIDENCY SURGEON'S OFFICE
BOWRING CIVIL HOSPITAL.

Bangalore, 4th July..... *1934.*

FROM

Lt.-Col., H.B. Hance, O.B.E.,
M.A., M.D.(Cantab.), F.R.C.S.E., I.M.S.,
RESIDENCY SURGEON.
Bangalore.



THE Secretary
to the Hon'ble the Resident
in Mysore,
Bangalore.

Subject:—

Tutor Sister, Bowring & Lady Curzon Hospitals -- appointment of.

SIR,

With reference to correspondence ending with your endorsement No.4229/484/1931 dated the 12th June 1934, I have the honour to report that Miss Hope Lucas reported herself for duty on the forenoon of the 23rd June 1934.

I have the honour to be,

Sir,

Your most obedient servant,

H B Hance

Lt.-Col., I. M. S.,
Residency Surgeon.

ksv/28-vi)